



Public Employees Occupational Safety and Health (PEOSH) Program

Personal Protective Equipment

Division of Environmental and Occupational Health

December 1997



Introduction

The purpose of the New Jersey Public Employees Occupational Safety and Health (PEOSH) Act, N.J.S.A. 34:6A-25 *et seq.*, is to ensure that all New Jersey public employees are provided with a safe and healthful work environment, free from recognized hazards. For this reason, the standards contained in Subpart I, Personal Protective Equipment, of the federal Occupational Safety and Health Standards have been adopted under the PEOSH Act. The effective date for these standards was August 5, 1996.

The standards include:

29 CFR 1910.132 General requirements,
29 CFR 1910.133 Eye and face protection,
29 CFR 1910.134 Respiratory protection,
29 CFR 1910.135 Head protection,
29 CFR 1910.136 Foot protection,
29 CFR 1910.137 Electrical protective equipment,
and
29 CFR 1910.138 Hand protection.

The New Jersey Department of Labor (DOL) and the New Jersey Department of Health and Senior Services (DHSS) share jurisdiction for enforcing these standards under the PEOSH Act. The DOL enforces standards that affect the safety of workers while the DHSS enforces those that affect the health of workers.

Personal protective equipment (PPE) should **not** be used as a substitute for engineering, work practice, and/or administrative controls. PPE should be used in conjunction with these controls to provide for employee safety and health in the workplace. PPE includes all clothing and other work accessories designed to create a barrier against workplace hazards. The basic element of any management program for PPE should be an in-depth evaluation of the equipment needed to protect against the hazards at the workplace. Management dedicated to the safety and health of employees should use that evaluation to set a standard operating procedure for personnel, then train employees on the protective limitations of the PPE, and on its proper use and maintenance.

This information bulletin outlines the major provisions of the adopted standards.

29 CFR 1910.132

GENERAL REQUIREMENTS

This standard requires that personal protective equipment (PPE) be provided, wherever it is necessary to protect employees from workplace hazards. PPE includes devices for protecting the eyes, face, head and extremities. Protective clothing, respiratory devices, and protective shields and barriers are also included. The PPE must be used and maintained in a sanitary and reliable condition.

Hazard Assessment

The employer must assess the workplace to determine if hazards are present, or are likely to be present, which necessitate the use of PPE. If such hazards are present, or are likely to be present, the employer shall select, and have each affected employee use the types of PPE that will protect against the identified hazards. PPE must properly fit each affected employee. The employer shall verify the hazard assessment in writing.

Training

The employer must provide training to each employee required to use PPE. Training will include when PPE is necessary, what PPE is necessary, how to wear PPE, the limitations of the PPE, and the proper care, maintenance, useful life, and disposal of the PPE. The employer has to certify in writing that the employee has received and understands the training.

Note: The training required by The Worker and Community Right to Know Act (N.J.S.A. 34:5A-1 *et seq.*) includes some of the elements mandated by the PPE standards. Training may be combined if the requirements of all standards are fulfilled.

PPE

The employer is responsible for the selection of the types of PPE that will protect the affected employee from the hazards identified in the hazard assessment.

Where employees provide their own PPE, the employer shall be responsible to assure its adequacy, including proper maintenance and sanitation.

Damaged or defective equipment shall not be used.

29 CFR 1910.133

EYE AND FACE PROTECTION

Employees must use appropriate eye or face protection when exposed to flying particles, molten metal, liquid chemicals, acids or caustic liquids, potentially hazardous chemical gases or vapors, or potentially injurious light radiation. The standard has requirements for side protection, types of lenses, and identification of the manufacturer. Protective eye or face devices purchased after August 5, 1996 must comply with the American National Standards Institute (ANSI) Z87.1-1989 or be demonstrated to be equally effective. Devices purchased before that date must comply with ANSI Z87.1-1968 or be equally effective.

Note: The Medical services and first aid standard (29 CFR 1910.151(c)) requires that suitable facilities for flushing the eyes and body be available for immediate emergency use where there is a potential for exposure to corrosive materials. For more information on this subject, obtain the PEOSH information bulletin "Emergency Eye Washes and Showers."



29 CFR 1910.134

RESPIRATORY PROTECTION

Respirators shall be provided by the employer when such equipment is necessary to protect the health of the employee. The employer shall provide respirators which are applicable and suitable for the purposes intended.



Respirators shall be used in the following circumstances:

- (i) Where exposure levels exceed the permissible exposure limit (PEL), during the time period necessary to install or implement feasible engineering or work practice controls;
- (ii) In those maintenance and repair activities and during those brief or intermittent operations where exposures exceed the PEL and engineering or work practice controls are not feasible or are not required;
- (iii) In regulated areas;
- (iv) Where the employer has implemented all feasible engineering and work practice controls and such controls are not sufficient to reduce exposure to or below the PEL;
- (v) In emergencies.

Note 1: This standard has previously been adopted by reference under the PEOSH Act, it is included here for purposes of completeness.

Note 2: Respiratory protection for the fire service is regulated under the provisions of N.J.A.C. 12-100.10, "Standards for Firefighters".

29 CFR 1910.135 **HEAD PROTECTION**

Employees must wear protective helmets when working in areas where there is a potential for injury to the head from falling objects. Protective helmets designed to reduce electric shock hazard shall be worn by each such affected employee when near exposed electrical conductors which could contact the head. Protective helmets purchased after August 5, 1996 shall comply with ANSI Z89.1-1986 or be equally effective. Helmets purchased before that date shall comply with ANSI Z89.1-1969 or be equally effective.



Note: Hearing protection and occupational noise exposure are regulated under 29 CFR 1910.95, "Occupational Noise Exposure."

29 CFR 1910.136 **FOOT PROTECTION**

Employees must wear protective footwear when working in areas where there is a danger of foot injuries due to falling or rolling objects, or objects piercing the sole, and where employees' feet are exposed to electrical hazards. Protective footwear purchased after August 5, 1996 must comply with ANSI Z41-1991 or be equally effective. Protective footwear purchased before that date must comply with ANSI Z41.1-1967 or be equally effective.



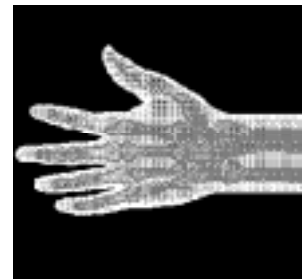
29 CFR 1910.137 **ELECTRICAL PROTECTION**

Employers must ensure that electrical protective equipment complies with the design requirements of the standard. These requirements include the manufacture and marking of the PPE. The electrical requirements and the workmanship and finish requirements are also specified in the standard.



29 CFR 1910.138 **HAND PROTECTION**

Employers must select and require employees to use appropriate hand protection when employees' hands are exposed to hazards such as those from skin absorption of harmful substances; severe cuts or lacerations; punctures; chemical burns; thermal burns and harmful tempera-



ture extremes. Employers shall base the selection of the appropriate hand protection on evaluation of the performance characteristics of the hand protection relative to the task to be performed, conditions present, duration of use and the hazards and potential hazards identified.

This information bulletin provides an overview of the New Jersey PEOSH personal protective equipment standards. Information used in this bulletin was obtained from Federal Occupational Safety and Health Administration publications. Consult the specific standards for complete information.

FOR FURTHER INFORMATION CONTACT:

**New Jersey Department of Health and Senior Services
Public Employees Occupational Safety and Health (PEOSH) Program**
PO Box 360, 7th Floor
Trenton, NJ 08625-0360
(609) 984-1863

**New Jersey Department of Labor
Office of Public Employees Safety**
225 E. State Street, 8th Floor West
PO Box 386
Trenton, NJ 08625-0386
(609) 292-7036

FOR PUBLICATIONS CONTACT:

**U.S. Department of Labor
Occupational Safety and Health Administration**
200 Constitution Avenue, N.W.
Washington, D.C. 20210

“Personal Protective Equipment”

Publication: OSHA 3077, 1995 (Revised)
**U.S. Government Printing Office
Government Book Store**
Robert Morris Building
100 N. 17th Street
Philadelphia, PA 19103-2736
(215) 636-1900

American National Standards Institute
11 West 42nd Street
New York, NY 10036
(212) 642-4900

ANSI has published standards for individual topics including those discussed in this bulletin.

Canadian Centre for Occupational Health and Safety
259 Main Street East
Hamilton, Ontario, Canada
L8n 1H6
(905) 572-2981

“EFFECTIVE PERSONAL PROTECTIVE
EQUIPMENT PROGRAMS
Their Role and Implementation”
CCOHS number P93-2E

Several PEOSH Standards require the development and implementation of written programs or plans to establish standard operating procedures designed to protect employee safety and health. In order to assist employers in complying with these requirements, the New Jersey Department of Health and Senior Services, PEOSH Program has developed model programs for several of these standards. These model programs are available in both printed and electronic formats. These model programs are provided free of charge to interested parties. An order form is included with this bulletin.

**PEOSH PROGRAM
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Other comments and suggestions

Cut here, fold in thirds, tape.



PEOSH Model Program Order Form

Please forward the completed order form and a blank high density DOS formatted diskette, to

Janet Varan
PEOSH Program
New Jersey Department of Health and Senior Services
PO Box 360
Trenton, New Jersey 08625-0360



- ☐ Coordinated Emergency Response Plan and Appendices
- ☐ Fire Department Respiratory Protection Program
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